

Employee Disengagement

Gallup research indicates that engaged employees are more productive, profitable, safer, create stronger customer relationships, and stay longer with their company than less-engaged employees.

Gallup defines three types of employees:

- Engaged - employees work with passion and feel a profound connection to their company; they drive innovation and move the organization forward
- Not-engaged - employees are essentially "checked out"; they are sleepwalking through their workday, putting time - but not passion or energy - into their work
- Actively disengaged - employees aren't just unhappy at work, they are actively acting out their unhappiness; every day these workers undermine what their engaged coworkers accomplish

Some consequences of employee disengagement are:



For more information on how to resolve employee disengagement, please reference the following resources:

- *Engaged Leadership: Building a Culture to Overcome Employee Disengagement* by Clint Swindall (2007).
- *First Break All The Rules* by Marcus Buckingham & Curt Coffman (1999).
- *Twelve Elements of Great Managing* by Rodd Wagnor & James K Harter (2006).
- *Trust & Engagement* by Dittmar, James K. & Jennings, Kenneth R. (2007) Leadership Excellence; November 2007, Vol. 24 Issue 11, p. 8.

You may also contact GSC and request consulting services <http://migration.kentucky.gov/personnel/consulting/>



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